Living and working in Morocco

Target audience

Employees preparing for an assignment in Morocco and their partners

Prerequisite

No prerequisite

Objectives

This seminar aims at significantly improving the ability of the participants to **meet the challenges of living and working abroad**. The objective is to enable them to identify the stumbling blocks that lie ahead and to be able to adapt and integrate in Morocco. At the end of this training, participants will have acquired the necessary skills to:

- Be aware of their own cultural baggage
- Understand Moroccan context and culture
- Analyze situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand Moroccan mindset, work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et professional life

Added value

- Conducted by an intercultural expert consultant
- Decoding the Nomad' Profiler
- Alternating theory and practical exercises
- Access to Digital Learning for 1 year
- Sharing best practices and personalized action plan

Accessibility

All our training courses are accessible to people with disabilities. Each training project will be the subject of a case study by our teams, in order to adapt the training program.

Corporate Training Solutions

Duration: to define.
You wish to organise a specific training course ?
Contact us !

PROGRAMME OUTLINE

MODULE 1 : SUCCESSFUL PERSONAL INTEGRATION IN MOROCCO

1. Cross-cultural awareness : the key to a successful expatriation

- Taking stock of one's own cultural baggage
- Culture shock and the integration process
- Identifying and going beyond cultural stereotypes

2. Key aspects of Moroccan culture

- A multifaceted kingdom
- Separate ethnic groups: Arabs and Berbers
- Religious coexistence: Islam, Christianity and Judaism
- A heritage as old as it is illustrious
- The legacy of the protectorates and Arab-Muslim nationalism
- The Moroccan monarchy: change through continuity
- Territorial points of contention: the maghzen
- The weaknesses and opportunities of the Moroccan economic model

3. Moroccan values and behaviour patterns

- The influence of Islam on Moroccan behaviour
- An immeasurable view of time: the importance of the collective mindset
- Hospitality and courtesy. Honour and loyalty
- Clans and networks. Inequality of opportunity and *zakat*
- Moroccan women on the road to emancipation

4. Practical day-to-day information

- Focus on the host town or city
- Transport, administration, housing, security, hygiene and healthcare
- Social life, leisure activities
- Schools, extracurricular activities, sport

MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN MOROCCO

1. The Moroccan corporate world

- From small companies to world class firms
- The role of the state and the authorities: an extensive bureaucracy
- Understanding the Moroccan hierarchy: a respect for age and status
- Pragmatism and adaptability. The importance played by emotional aspects.
- A general set of rules with countless exceptions

2. Effective communication with the Moroccans

- The Arabic-speaking and French-speaking worlds
- Body language. Attention to one's appearance: charisma and eloquence
- The verbal promise: a declaration of good intentions
- Qualifying your statements. The importance of "getting it in writing".
- Networking and the flow of information

3. Working with Moroccan teams

- Effective management. Building confidence
- Politeness and a keen sense of service
- Decision-making processes
- Conflict avoidance and resolution: tempering criticism with euphemisms

4. Successful meetings and negotiations with the Moroccans

- The preparatory phase: identifying decision makers and priorities
- The importance of mediators: learning to compromise
- The joys of haggling: patience and flexibility
- Attitudes to contracts and their implications: a one-to-one commitment

5. Final handy tips

- Social standards, gifts, business cards, dress code
- Sensitive subjects: politics, history, religion